

NATIONAL SEXUAL ASSAULT COALITION

Resource Sharing Project



Fact Sheet: 2019 Coalition Staffing

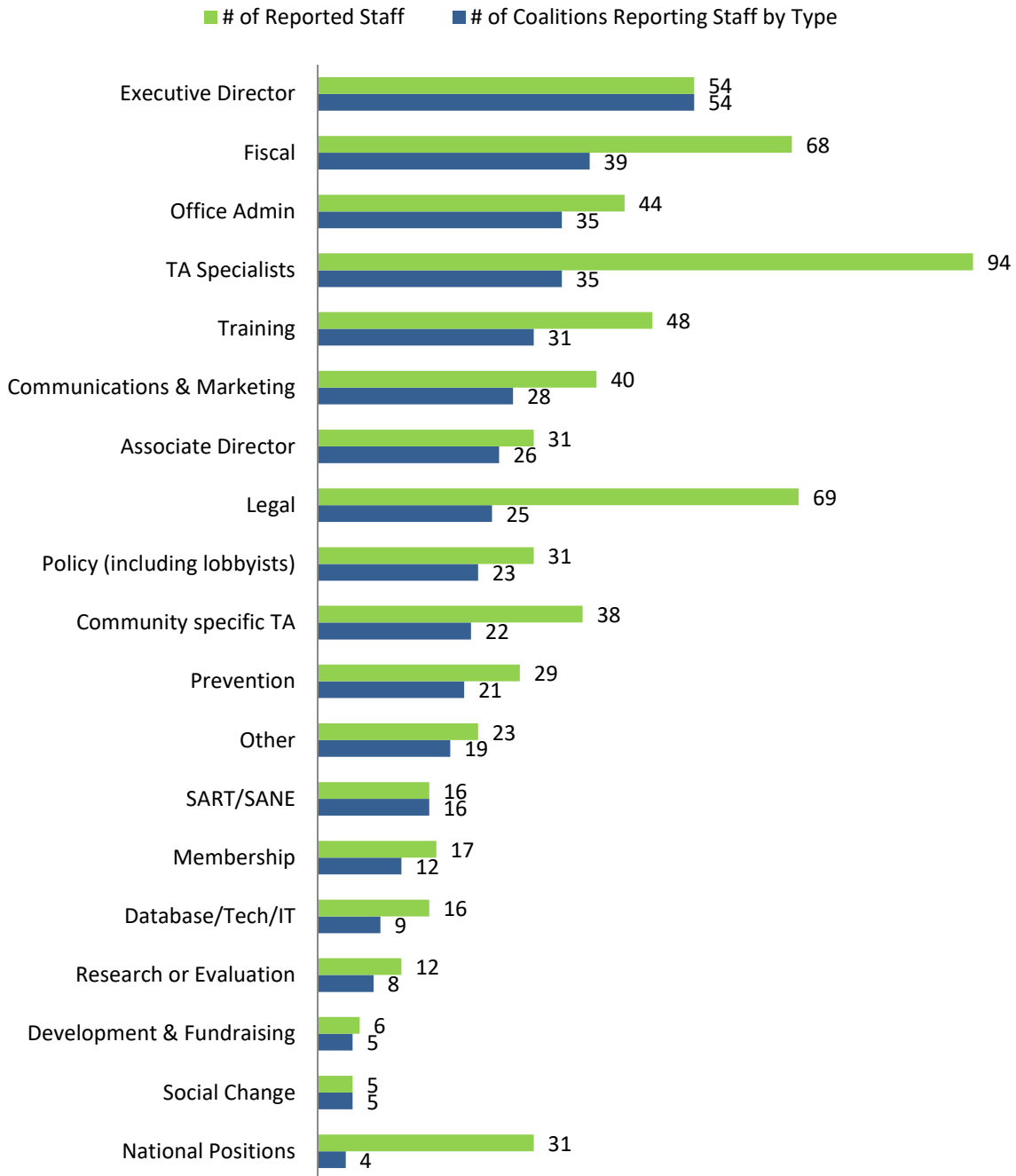
How each coalition decides to do its work varies according to the culture and needs of each coalition's state or territory. This fact sheet on staffing information provided by 54 coalitions provides a glimpse into the different models of coalition work. What do our staff position titles tell us about where we are collectively investing our time? From what coalition directors shared about position names, it is clear that coalitions use their resources differently depending on the needs of their individual state or territory. Ultimately, what kinds of staffing models coalitions employ is influenced by a combination of local need, organizational priorities, availability of funding, and funder priorities.

The charts below show how many coalitions report a specific type of position and how many positions within the coalitions fit into those categories. For example, one coalition may have three staff attorneys and two legal advocates. This coalition counts once in the data that makes up the dark colored bar under the "Legal" category. It counts five times in the data that makes up the light colored bar under the "Legal" category. Because we did not ask coalitions to specifically list how many staff fit under each label, this information is not perfect. However, many coalitions did choose to list one entry per staff person, and this give us a good picture.

Also, many coalitions listed general TA specialists or hybrid positions that crossed multiple skill sets or focus areas. What this tells us is that many coalition staff members are skilled in multiple disciplines and coalitions are creative in finding ways to support the work that is needed in their areas. To categorize these hybrid positions, we relied on job descriptions to determine where the positions fit best into these charts. Many were included in the TA specialist category.

Though the information is not perfect, periodically taking a moment to look at the bigger picture of our work can help us identify our collective strengths and continuing areas for growth.

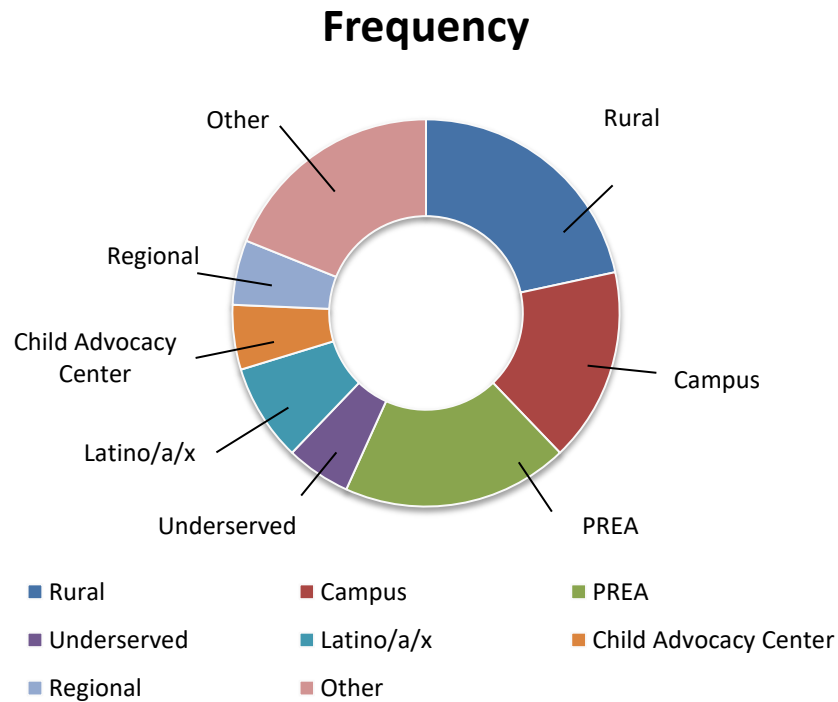
Reported Position Types Coalitions Reporting vs. # of Staff Reported



Community-Specific Technical Assistance

For the following charts that examine community-specific TA positions, these charts do not necessarily indicate which communities are receiving TA support and which communities are not. They merely give us information about how some coalitions attempt to clarify priority areas and internal areas of expertise.

22 coalitions reported community-specific TA providers. Of those TA providers, the most frequently cited areas of focus are (in order of frequency): rural, PREA, campus, Latina/o/x, underserved, and children.



Other areas of focus include: men, survivors of trafficking, multicultural support, limited English proficiency outreach, and equity & inclusion specialist.

Several coalitions reported multiple community-specific TA specialists. Coalitions that did not report community-specific TA providers likely distribute those duties amongst TA staff with more generalized titles.

New Staff Categories

This year, several position categories are also new:

- Database, Information Technology, and Tech
- Research and Evaluation
- Social Change

The additions of these positions reflect trends in the field to better understand our impact, partner with broader movements for social change, and use technology for online trainings and data collection. Their work often crosses between internal systems development and providing technical assistance to local programs to increase their capacity to engage in these areas of work.

For more information and resources, visit www.resourcesharingproject.org

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